

^aWestern area only.

for legally required insurance programs and contractual and private benefit plans plus taxes on, minus subsidies of, payrolls or employment.

^b1996.

^cLatest data available.

^dLabor costs for production workers. Hourly direct pay includes pay for time worked, pay for time not worked, bonuses, and the cost of any payments in kind. Hourly indirect pay includes employer expenditures